

Sexual Harassment

Have you been violated?

The circumstances of sexual harassment may include, but not limited to:

- ♦ The victim as well as the harasser may be a woman or a man.
- ♦ The victim does not have to be of the opposite sex.
- ♦ The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- ♦ The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- ♦ Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- ♦ The harasser's conduct must be unwelcome.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Metro Human Relations Commission is governed by Ordinance 2003-1312 § 1, 2003 chapter 11.20.010, whereas sexual harassment in connection with employment law is a protected class under Title VI and will be investigated to determine the recommendation provided to employers where wrong doing has been found. Employers must have 12 or more employees to be covered under this ordinance.

Contact us, we can help!



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